

# **FEDERAL MEDICAL CENTER**

## **Lexington, KY**



## **Doctoral Psychology Internship Program**

Est. 1988

American Psychological Association Accredited

Member Association of Psychology Postdoctoral Internship Centers  
(SITE# 131114 RDAP, 131115 FOR, 131116 DDRDAP, 131117 CARE 3)

\*This program abides by the APPIC policy that no person at these facilities will solicit, accept, or use any ranking-related information from any internship applicant

## INTRODUCTION

The Psychology Service Department at the Federal Medical Center (FMC) in Lexington is delighted you are considering a doctoral internship with the Federal Bureau of Prisons (BOP). We hope this informational booklet will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This booklet will provide you with information about both the Bureau of Prisons in general, and FMC Lexington specifically. The booklet begins with an overview of the BOP as well as the roles of psychology and the psychology internship program within the Bureau.

The second part of this booklet provides a detailed discussion of the psychology internship program at FMC Lexington. Included is information about the client population, intern duties, rotations, research opportunities, didactic training, supervision, and benefits.

The booklet concludes with a discussion of career opportunities within the BOP. Directions for applying for a psychology internship with the Bureau are outlined, and the APPIC policies regarding the new APPIC matching system are reviewed.

For the beginning psychologist, the choice and location of the doctoral internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this booklet carefully. We believe our training program is of the highest quality, and will both challenge you and nurture you as you develop into a confident and knowledgeable mental health professional.

Updated September 2014

Sincerely,

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Dr. Adu Boateng  
Director of Psychology Training  
FMC Lexington

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Dr. Wanda L. O'Bryant  
Chief Psychologist  
FMC Lexington



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## **OVERVIEW OF THE FEDERAL BUREAU OF PRISONS**

The 119 facilities which comprise the Federal Bureau of Prisons currently house approximately 216,000 offenders. With the core values of Respect, Integrity, and Correctional Excellence, over the past 80 years, the BOP has earned the reputation as one of the most elite correctional agencies in the world. Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. A majority of inmates live in medium, low, or minimum security institutions which also provide greater degrees of personal freedom.

All facilities have in-house support services, including Medical and Psychology Departments. The Bureau maintains five Medical Centers, including FMC Lexington, to provide for prisoners whose medical needs cannot be adequately addressed in general population settings.

Although all inmates have been convicted of federal crimes and separated from the community, inmates are individuals, each with his or her (about eight percent are women) own needs and abilities. Some have made conscious decisions to engage in repeated criminal acts. In fact, national recidivism studies indicate that approximately two-thirds of incarcerated inmates return to prison within three years of their release (Bureau of Justice Statistics, 2002). Yet others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment. Therefore, psychology services play an integral role in mental health management of the federal population both pre and post-incarceration.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

## **PSYCHOLOGY SERVICES IN THE BUREAU OF PRISONS**

With team of over 38,000 employees including over 400 psychologists and over 650 clinical service providers, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. Within each institution of the BOP, psychologists function as the primary providers of mental health services to inmates. Departments range in size from a single individual to as many as 30 psychologists and operate in much the same way as community mental health centers. Most clients are self-referred. Some are staff-referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

Approximately 60 percent of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP, the Drug Abuse Program, a treatment program which combines manualized treatment along with a modified therapeutic community modality to offer clients insight into the negativistic pattern of the criminal lifestyle.

Psychologists are also called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals as well as psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists frequently provide evaluations which are referrals from the Federal Courts or parole boards. Sometimes non-mental health staff within the institution will request assessments. For example, psychology services often provides intelligence testing for the purpose of determining special needs accommodations for inmates participating in GED programming. Bureau psychologists are also involved in conducting psychological assessments of candidates for the Federal Witness Protection Program.

Psychology Services in the Bureau of Prisons employs only doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every Bureau psychologist.

Starting in 1930 with a mere seven institutions housing 12,000 inmates, the Bureau of Prisons has grown to its present size in the nearly 80 years of its existence. Today the prison population is increasing at an unprecedented rate. In order to house and care for these inmates, many new institutions will be built, and thousands of new staff members hired. Thus, psychology services will continue to have a strong presence within the Federal Bureau of Prisons.

## **THE PSYCHOLOGY INTERNSHIP AT FMC-LEXINGTON**

### **Accreditation**

The FMC-Lexington Psychology Internship Program has enjoyed accreditation by the American Psychological Association since 1990, and meets all APA criteria for -doctoral internships in professional psychology. We received full APA accreditation until Fall 2020 during our most recent review.

Any questions or concerns regarding the accreditation status of the FMC Lexington Program should be addressed to:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
Phone: (202) 336-5979  
Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

Any questions or concerns regarding the adherence of this program to the policies of the APPIC match process may be referred to:

Chair, APPIC Standards and Review Committee  
17225 El Camino Real  
Onyx One-Suite #170  
Houston, TX 77058-2748  
Phone: (832) 284-4080  
Email: [appic@appic.org](mailto:appic@appic.org)

### **Objectives and Philosophy**

**The goal of the doctoral professional psychology internship program at FMC Lexington is to train entry-level professional psychologists who can also function competently in the correctional environment.** We believe this goal is achieved using the following objectives as benchmarks for our training of interns:

**Objective 1: Assessment and Diagnosis-**The intern will demonstrate proficiency in conducting screening, assessment, and diagnosis for a wide range of disorders and problems, using a multimodal approach, specific to the needs of the situation for individuals, groups, and/or organizations.

**Objective 2: Effective Intervention-** The intern will demonstrate proficiency in planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups, and organizations.

**Objective 3: Interdisciplinary Communication & Consultation-**The intern will demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responsive to client or system needs and goals.

**Objective 4: Ethics & Professional Development-** The intern will demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior, and will demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Objective 5: Scholarly Inquiry-**The intern will demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

**Objective 6: Cultural Sensitivity-**The interns will demonstrate awareness of and sensitivity to cultural factors impacting clinical services with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.

**Objective 7: Program Evaluation-**The intern will demonstrate proficiency in performing professional activities that may include providing supervision, training, conducting accountability audits and program evaluation, and /or implementation and administration of psychological services and programs both common and uncommon to FMC Lexington.



We believe that exposure to a correctional facility and experience in our general inmate population make our interns especially well trained for continued work within prison settings. Perhaps the best indicator of this effort lies in the fact that historically about 50% of our interns have been hired as staff psychologists within the BOP shortly after graduation. However our training, by design, is sufficiently broad so that interns are well suited for work in a wide variety of non-correctional settings. In addition, exposure to unique rotations provides interns with a significant foundation for postdoctoral training, experience and development in substance abuse treatment or forensic assessment. The responsibility to provide interns with broadly applicable generalist skills, while acknowledging the special needs and characteristics of a correctional setting has led to our adoption of the Local Clinical Scientist Model to guide our training and practice.

Central to the concept of the Local Clinical Scientist is a professional who combines training and knowledge in the scientific content of psychology with an ongoing application of scientific principles in the practice of psychology. Interns bring to internship considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to scientific bases of psychological practice via didactic training seminars, assigned readings and supervision of clinical work. In addition, the internship program provides, via extensive exposure to clinical training experiences and clinical supervision, abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases.

The training philosophy of the internship program emphasizes experiential learning and takes into account both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. We therefore focus on three critical components of the internship experience at FMC Lexington: opportunity, experience and guidance which are implemented in a fashion that is graded in both exposure and complexity.

**Opportunity:** FMC Lexington provides many rich training opportunities. Interns work with varied clinical presentations in psycho-diagnostic assessment and evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter male and female clients, inmates of all ages and security levels, those with chronic medical and mental disorders, as well as healthy inmates in our general population. The institution houses inmates from around the globe. Our training program allows interns to spend six months on two major training rotations, one of which focuses on specialized training (e.g., forensic assessment, substance abuse treatment, chronic mental health treatment) and one which provides more general exposure to adult correctional populations. The program recently incorporated formal minor rotation training opportunities which allow interns to have more varied cross-training experiences within the psychology department.

**Experience:** Interns at FMC Lexington pursue both common and individualized training goals, gaining experience which addresses areas of both remediation and growth. Individual initiative in setting goals, seeking varied experiences and providing clinical services to the inmate population is encouraged. Interns' training experiences include collaborative work with psychologists, physicians, and other medical and correctional professionals. As a supplement to in vivo learning experiences, a series of didactic training seminars provides formal instruction in a variety of relevant topics.

**Guidance:** The internship at FMC Lexington is very challenging. Interns often face challenges that are typically not common in other settings. These unique challenges often include the inmate population, interdisciplinary communication with other departments (e.g. unit team, medical, custody), and its high expectations for professional/ethical practice. We feel that our training program provides a structure that enables interns to meet the demands of this challenging environment while still being supported and encouraged to seek out learning opportunities. We continue to make efforts to ensure that our interns are supported during the course of the entire year. Interns find their interactions with staff psychologists vary from supervisory to collaborative during the course of the year depending on their specific training needs. For example, at the beginning of the year, an intensive 80-hour orientation program provides interns with information essential for working within a correctional facility. A 16-hour departmental orientation introduces interns to their roles as mental health providers within the institution. As the year progresses, interns are provided with more autonomy to pursue professional responsibilities similar to that of entry-level psychologists.

Interns at FMC Lexington are a significant component of the Psychology Services Department, by virtue of their numbers, contributions to clinical services in the institution, and the extent to which they bring new energy, enthusiasm and clinical expertise. As such, interns are highly valued, appreciated and supported.

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### **Inmate Population at FMC-Lexington**

The inmate population at FMC-Lexington is quite varied. This institution houses both male and female prisoners in two separate facilities. A minimum security prison camp, outside the main institution fence, has a capacity of 300 female inmates. Inside the main institution, an inmate complement of 1600 men includes approximately 1200 low security general population inmates and an additional 400 men with chronic medical needs with all security level designations.

FMC-Lexington is a destination for pre-trial forensic cases in the federal prison system. Lexington staff members perform many court-ordered forensic evaluations for this population. As a Federal Medical Center, Lexington houses many inmates with chronic or ongoing medical concerns. We have a JCAHO-accredited hospital and complete medical personnel who provide service to inmates with various medical concerns. More recently, the institutional mission was expanded to include Care Level 3 inmates with significant psychiatric needs.

Psychology staff at FMC-Lexington are kept very busy addressing a wide variety of inmate concerns. Among our clients are inmates who are be diagnosed as having acute and chronic psychotic, mood, personality, and adjustment disorders. Alcohol and drug addictions are common. In addition to these problems, many clients seek assistance with difficulties related to their incarceration (e.g., institutionalization and apathy, difficulties in maintaining family ties), or problems in anticipating their impending freedom (e.g., lack of job-seeking skills, fear of responsibility, anticipation of marital problems).

### **Major Internship Duties**

Interns' duties vary significantly depending on which rotation the interns are assigned. Interns are temporarily employed for one year on a full time, 40 hour per week basis. Interns are not permitted to work beyond normal operating hours (7:30am-4:00pm) with the exception of clinical or institutional emergencies. Each intern spends six months on each of two training rotations. A basic description of each rotation follows. In addition to rotation-specific assignments, all interns can expect to obtain training and experience in psychological assessment, individual and group psychotherapy, crisis management, including assessment of suicidality and psychosis, program evaluation, and consultation with other professionals. Interns are expected to give and receive feedback on both an informal and formal basis. Formal supervisory feedback for intern performance and intern feedback regarding the internship program as a whole occur at regular intervals throughout the internship year.

### **Training Rotations**

Each psychology intern will experience two six-month major and minor rotations inside the institution during the training year. One rotation will be on a general population unit. An additional rotation will be on a specialty rotation: Residential Substance Abuse Treatment and Forensic Assessment.

The following table depicts a typical schedule for rotations during the internship year:

*July-February*

*February-July*

<b>Intern</b>	<b>Major Rotation</b>	<b>Minor Rotation</b>	<b>Major Rotation</b>	<b>Minor Rotation</b>
1	RDAP	Forensics	General Population	Female Camp
2	Care 3	DDRDAP	General Population	Female Camp
3	General Population	Female Camp	Forensics	RDAP
4	General Population	Female Camp	DDRDAP	Care 3

\* Rotation assignments are determined by the intern's interest as well as supervisor availability. The DCT reserves the right to assign all minor rotations based on program need.

**General Population Rotation-**During assignment in the general population, each intern serves as the primary mental health provider to inmates living on one of two general population living units. These units house approximately 300 inmates with diverse criminal histories and a wide array of psychological issues. Intern responsibilities on this rotation include psychological screening of inmates, special housing unit reviews, provision of individual and group psychotherapy, crisis counseling, and consultation with physicians and other health services and correctional staff. Interns conduct psychological evaluations at the request of other unit staff and administer psychological tests in support of the forensic assessment and educational programs. Interns build a client caseload, and may wish to take advantage of the opportunity to provide ongoing, long-term (+6 months) treatment to a number of clients. Many opportunities exist for interns to provide either process or psycho-educational groups for inmates including co-lead training for inmates in our suicide watch program.

**Resolve/Female Camp Rotation-**The female camp rotation provides an opportunity for interns to provide clinical services at our women's satellite camp one day per week. The camp is a minimum security facility adjacent to the main institution. Clinical services typically consist of individual and group psychotherapy, medication monitoring, crisis management, and intake screenings. Camp interns have historically had the opportunity to supervise doctoral-level practicum students who attend counseling or clinical programs at a local university. Interns serve as tertiary supervisors to practicum students and assist in oversight of clinical documentation and co-facilitate psychotherapy groups and workshops. FMC Lexington recently added a trauma-based mission to the psychology services department. Therefore interns will be provided additional exposure to interventions for female and male inmates with documented history of trauma.

**Residential Drug Abuse Program Rotation**-Interns placed on this rotation become immersed in an intensive substance abuse treatment program. Approximately 120 inmates live together in a modified therapeutic community (MTC), and participate in four hours of treatment daily for a nine month period. Interns serve in a number of roles within the MTC such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is regarded as a full member of the treatment team.

**Dual Diagnosis Residential Drug Abuse Program Rotation**-The Residential Substance Abuse Program was recently expanded to include an independent dual diagnosis program. Therefore, an additional rotation has been added give interns a prime opportunity to get first-hand knowledge of program implementation with a specific population of offenders with co-morbid diagnoses.

**Forensic Evaluation Rotation**-This rotation affords interns the opportunity for in-depth experience with forensic evaluation. Interns perform psychological evaluations which have been ordered by the Federal Courts to assess competency to stand trial, responsibility at the time of the offense, and other questions. Interns become involved in the entire evaluation process including psychological testing, clinical interviews, case conceptualization and report writing. On occasion, interns may have the opportunity to attend related trials and observe psychologists providing expert testimony.

**Care 3 Chronic Mental Health Rotation**-FMC Lexington has approximately 30 Mental Health Care Level III inmates serving sentences who are maintained on a general population unit. Care three inmates do not meet current criteria for inpatient admission. Typically, these inmates will have past psychiatric hospitalizations within the past three years, suffer from a psychotic illness treated with three or more anti-psychotic medications, and /or have multiple Axis I or Axis II diagnoses which must be maintained with psychotropic intervention. The Care 3 rotation was developed to provide interns with first-hand experience working with chronically mentally ill offenders. This intern will work closely with his/her supervisor, develop suicide risk management plans, participate in tele-psychiatry services, consult with physicians, and provide individual/group psychotherapy.

### **Didactic Training**

The didactic training schedule was developed to provide the most generalist training while at the same time exposing all interns to rotation specific applications. Interns participate in a planned series of lectures, case conferences, workshops, discussions, and seminars on a multitude of issues that coincide with the available rotations. Specifically, interns are versed on topics ordered sequentially throughout the year that relate to general population, substance abuse, forensics, and

overall professional development. Interns have also been asked to present clinical cases and one topical seminar during the latter part of their individual rotations. The Executive staff has been quite supportive of training for the FMC Lexington workforce as a whole. This support has been a great benefit to our psychology internship program, in that interns are exposed to a wide array of knowledge that does not solely apply to correctional psychology. We continue to make efforts to improve our didactic training to meet the ever changing needs of future practitioners.

### **Supervision**

The psychology internship program at FMC-Lexington adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision. Unscheduled and less formal supervision is also available during normal business hours at the request of the intern.

The Director of Psychology Training is responsible for the development, implementation and evaluation of the internship program. He makes training assignments, handles clinical and administrative problems, plans the sequence of formal training experiences, prevents duplication of experiences, and keeps in close contact with other supervisors. Each rotation has a formal contract outlining the intern's expected learning objectives and training activities. These contracts are fairly dynamic and are intended to include intern's individualized training goals. In the event that an intern wishes to make a formal grievance against the internship program, the Training Director and Chief Psychologist would work in tandem to ensure the issue is equitably addressed.

### **Research**

Intern participation in research is encouraged at FMC. Interns are permitted to spend up to ten percent of their work week (4 hours) engaged in planning, conducting, and evaluating research. Frequently, research hours involve the dissertation, but this allotment of time may also be used for other activities, such as staff projects or the intern's particular area of research interest. Opportunities exist for interns to conduct dissertation research using FMC inmates or staff as research subjects. However, the approval time for this research can be quite lengthy and may even exceed the internship year. Please note that all research time must be spent during normal working hours within the institution unless otherwise approved by the Training Director.

### **FULL-TIME SUPERVISORY STAFF, FMC-LEXINGTON**

Psychology Service at FMC-Lexington currently employs eight full-time psychologists, four psychology interns, a full-time psychology technician and up to two part-time psychology practicum students. Twelve drug treatment specialists are also a part of the department. Psychological services are offered to all inmates on all units to include the Special Housing Unit and female, minimum security camp. Psychologists and psychology interns have private offices and an assigned case load. Secretarial support is available on all units.

**Adu Boateng, Ph.D.**- Dr. Boateng serves as the current Director of Psychology Training. He is a graduate of the FMC Lexington Psychology Internship Program. He received his Ph.D. in Counseling Psychology from Southern Illinois University in 2008. Dr. Boateng has held positions as Staff Psychologist and Drug Abuse Program Coordinator, respectively, at the FCI Manchester, KY. He is an adjunct professor for two universities and is licensed in KY.

**Dia Boutwell, Ph.D., ABPP** - Dr. Boutwell is a diplomate in the area of forensic psychology. She provides psychological assessments and expert testimony for the federal court system. She received her Ph.D. in Clinical Psychology from the University of Alabama in 2007. She completed an internship at USMCFP Springfield, MO. She served as a staff psychologist at FCI Beckley, WV. Dr. Boutwell is licensed in West Virginia and supervises interns assigned to the forensic assessment rotation.

**Ashley Burgett, Ph.D.**- Dr. Burgett is currently the Staff Psychologist at FMC Lexington. She completed her internship at the U. S. Medical Center for Federal Prisoners in Springfield, MO. She obtained her Ph. D. In Counseling Psychology from the University of Georgia in 2012. She is fully licensed from the state of Alabama.

**Betsy Campbell, Ph.D.** - Dr. Campbell completed her Ph.D. in Counseling Psychology at Texas Woman's University in 2002. She completed her internship at the Cincinnati Veteran's Affairs Medical Center. She is licensed in Kentucky and previously worked as a rehabilitation psychologist at Cardinal Hill Hospital in Lexington. Dr. Campbell currently works as a forensic psychologist. She provides psychological assessments for the federal court system and supervises interns in the forensic assessment rotation.

**Jennifer Godlove, Psy.D.**- Dr. Godlove serves as the Care Level III Psychologist working with the chronically mentally ill. She is a graduate of the FCC-Butner Psychology Internship Program. She received her doctorate in Clinical Psychology with a concentration in Forensics from the Illinois School of Professional Psychology in 2009. Dr. Godlove has held positions as Staff Psychologist and STAGES Psychologist (former Axis II Program), respectively, at FCC- Terre Haute, IN. She is licensed in IN.

**Wanda Liz O'Bryant, Psy.D.** - Dr. O'Bryant is the Chief of Psychology Services. She received her degree in Clinical Psychology from Ponce School of Medicine in 2004, following completion of an internship at the Western State Hospital in Hopkinsville, KY where she also completed a post-doctoral residency. Dr. O'Bryant served as Specialty Program Coordinator at the Federal Correctional Complex-Coleman, FL. She is licensed in Puerto Rico.

**Megan Schuster, Psy.D.**- Dr. Schuster serves as the current Resolve Trauma Program Coordinator. She carries a professional background in psychiatric inpatient treatment and trauma recovery. She received her doctorate degree in Clinical Psychology from Xavier University in 2011. Dr. Schuster was previously the Staff Psychologist at Lexington FMC. She is licensed in KY with Health Service Provider designation.

**Shelia Stenson, Psy. D.**- Dr. Stenson serves as the current Residential Drug Abuse Program Coordinator for the general population. She is a graduate of the FMC Rochester, MN Psychology Internship Program. She received a Psy. D. in Clinical Psychology from the University of Denver, CO in 1999. Dr. Stenson has held positions of Staff Psychologist at FDC Oakdale, LA and FCI Seagoville, TX and Nonresidential Drug Abuse Program Coordinator at FCI Talladega, AL. She is licensed in the state of Texas

**Marlo Ellis Walters, Psy.D.** Dr. Walters is the Dual Diagnosis Drug Abuse Program Coordinator. She is a graduate of Albizu University and the internship program at Cermak Health Services within Cook County Jail in Chicago in 2003. Dr. Walters is licensed in Indiana. She provides supervision for interns in the Substance Abuse Treatment Rotations.



## **FREQUENTLY ASKED QUESTIONS**

**Q:** Won't my training be too limited if I just work with inmates?

**A:** Virtually any mental health issue that exists among the general population of adults in our culture also exists among inmates. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those with hidden agendas, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. Boothby & Clements (2000) note psychologists working in correctional settings frequently treat pathology (e.g. depression, anger, psychoses, anxiety) that is nearly identical to non-correctional settings. Although many inmates fit the popular stereotype of the hard-core criminal or repeat offender, others are first-time offenders who genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Some are "white-collar" offenders. Others suffer from severe Axis I disorders, including schizophrenia and bipolar disorder.

**Q:** How "marketable" will my internship be?

**A:** Following APA guidelines for the doctoral internship experience, we seek interns who are interested in being trained as clinical generalists. Upon completion of their training, many interns accept offers of employment with the Bureau of Prisons. However, others assume positions in community mental health centers, private practices, hospitals, and other settings (Magaletta, Patry, & Norcross, 2012). Interns who work in correctional settings are regularly provided opportunities to strengthen skills in the areas of crisis intervention, individual and group psychotherapy, substance treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). On the basis of this exposure, former FMC Lexington interns now hold positions not only in BOP facilities, but, VA Medical Centers, rehabilitation centers, psychiatric hospitals, community mental health centers, regional correctional facilities, academic positions, and private practices as well.

**Q:** Is it safe to work in a prison?

**A:** The safety of both staff and inmates is the highest priority of the Bureau of Prisons. The Federal Prison System has implemented many security procedures and installed an array of equipment to make the facilities safe for staff and inmates alike. In this and many other respects, we consider ourselves second to no other prison system in the world. Although it would be impossible to guarantee unconditionally anyone's safety in a correctional (or any other work) setting, staff and interns who conduct themselves professionally have little reason to fear for their safety.

Perhaps the single most important skill of any mental health professional working in a correctional setting is his/her ability to listen and communicate effectively with both staff and inmates (Magaletta & Boothby, 2003).

Q: Do I need a certain amount of clinical hours in a correctional facility to be eligible for an internship with the BOP ?

A: No. There is no specified number of direct client contact hours needed to apply. Historically, our interns have had a wide range of experiences in both non-correctional and correctional settings.

#### References

- Boothby, J. L., & Clements, C. B. (2000). A national survey of correctional psychologists. *Criminal Justice and Behavior*, 27, 716-732.
- Magaletta, P.R., & Boothby, J. (2003). Correctional mental health professionals. In T.J. Fagan & R. K. Ax (Eds.) *Correctional Mental Health Handbook* (pp.21-38). Thousand Oaks, CA: Sage
- Magaletta, P. R., Patry, M. W., & Norcross, J.C. (2012). Who is training behind the wall? Twenty-five years of psychology interns in corrections. *Criminal Justice and Behavior*, 39, 1403-1418.

#### **Benefits**

Interns at FMC will receive the following benefits:

- A GS-09, Step 1 salary of approx. \$49,029 (2014 figures)
- Annual and Sick Leave accrued at four hours per pay period
- Paid Federal Holidays
- Liability coverage for on-site professional activities;
- Support for research activity

### **The Community and Surrounding Area**

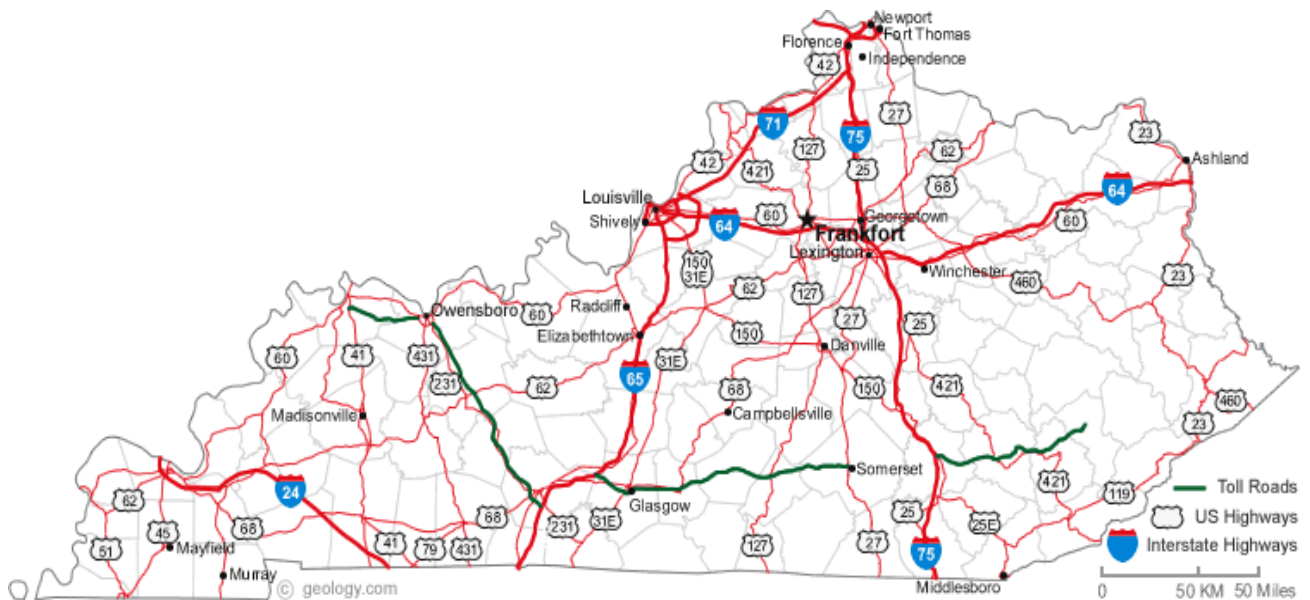


The city of Lexington is located in the heart of the "Bluegrass Region" of central Kentucky. The present population of greater Lexington is approximately 300,000. Surrounding the city are many luxurious horse-breeding farms and country estates. The Bluegrass Region, the horse capital of the world, is characterized by miles of white fences and acres of pastures and horses. Lexington serves as a center of trade for central and eastern Kentucky. The climate is pleasant with generally cool nights in summer, and no prolonged periods of heat, cold, rain, wind or snow. Lexington is served by national and regional airlines. The city is also the hub of a network of interstate highways which provide easy access by bus or automobile. Housing is readily available on either a rental or purchase basis. Lexingtonians enjoy extensive opportunities for shopping and dining.

**Educational Facilities-**Lexington is the home of the University of Kentucky; Transylvania University; Bluegrass Community Technical College, Sullivan University, Lexington Theological Seminary; and several denominational seminaries. The University of Kentucky Medical Center has added to the stature of the community as a center of medical education and training. The city-county, parochial, and private elementary and secondary schools and business colleges offer a wide range of choice in educational facilities.

**Recreational Facilities-**There are several lakes and the Kentucky River near the city, which provide excellent opportunities for fishing, swimming, boating, and canoeing. Other recreational facilities include major intercollegiate football, basketball, and other sports. Lexington is home to the **UK** 2012 National Championship Men's Basketball Team (**Go C.A.T.S!**) as well as the Lexington Legends minor league baseball team. Major league baseball and professional football are available in Cincinnati, Ohio, less than one and a half hours drive away. Louisville is approximately 75 miles away. Thoroughbred races are held in the fall and spring at Keeneland Racecourse. Standard bred races are held semiannually at "The Red Mile" the Lexington trotting track. Public golf courses, tennis courts, public parks, swimming pools, and playgrounds provide a variety of recreational opportunities.

**Cultural Activities-**Lexington has a rich cultural life for a city of its size. The Lexington Philharmonic, Central Kentucky Youth Symphony, and Lexington Singers offer classical and popular concerts. Local theater groups offer a variety of traditional and experimental dramatic presentations. The visual arts are represented at the Headley-Whitney and University of Kentucky Museums, at several galleries and at periodic shows by the Lexington Art League. The Local Urban County Government is also a sponsor for cultural events such as the Annual African American Roots and Heritage and the Festival Latino de Lexington celebrations which are both held in downtown Lexington in September.



## **EMPLOYMENT OPPORTUNITIES WITH THE FEDERAL BUREAU OF PRISONS**

For over twenty years, the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of entry-level clinical and counseling psychologists required to meet staffing needs. About 60% of the psychologists currently employed by the Bureau began their careers after completing internships with us.

Projections indicate a significant increase in the inmate census in the coming years. Positions for psychologists will be available to meet the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the internship program, we prefer to hire people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes in making employment offers.

Newly selected staff generally start at the GS-11 salary level (\$57,408 2014 figures). Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary range \$68,809 - \$89,450). Salaries are somewhat higher in geographical areas with higher costs of living. Further upgrades to the GS-13 and GS-14 levels are possible with increases in clinical and administrative responsibilities. Positions with the BOP at all grade levels include the full federal employment benefits package. Many staff psychologists become Department Heads within several years of joining the Bureau.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy as the main providers of mental health services. As a psychologist in the BOP, you could have the opportunity to be involved in:

- Substance Abuse Treatment Programs
- Suicide Prevention Program
- Crisis Intervention Response Team for Trauma Victims
- Doctoral Internship Training Program
- Employee Assistance Program
- Inpatient Mental Health Program
- Staff Training
- Research
- Sex Offender Management and Treatment

Annual continuing education may be funded by the Bureau and is part of each psychologist's professional development program. Bureau psychologists may engage in outside employment, such as private practice or teaching.

As **permanent** federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for tax-deferred savings similar to a 401(k) plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer. However, in accordance with Executive Order 11935 & Public Law 100-238, applicants for entry-level staff positions must be U.S. citizens, under the age of 37 at the time of appointment, with waivers possible through age 39 for psychologists.

## **APPLYING TO THE DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM**

### Requirements and Procedures

The positions offered for the 2014-2015 year are open to all students enrolled in **APA-accredited** doctoral programs in clinical or counseling psychology. In order to be internship eligible, students must have successfully completed all doctoral course work, as well as at least two, and preferably three years of practicum training, by the beginning of the internship. Please note that experience in a correctional setting is not a requirement. Applicants are evaluated using the following rubric: letters of recommendation, assessment experience, specialized clinical experience, and overall academic preparation. The Bureau of Prisons is an Equal Opportunity Employer, and encourages the applications of students of both sexes and all racial, ethnic and religious backgrounds. The internship does not discriminate on the basis of sexual orientation or disability unrelated to successful work in a correctional environment. For more detailed descriptions of the BOP hiring policies, you may access the following websites:

<http://www.bop.gov/jobs/index.jsp>

<http://www.opm.gov/>

**Note: The deadline for completed applications is November 1, 2014.**

**Your application must be submitted in its entirety via APPI Online on or before November 1, 2014 to be considered.** Positions will be filled strictly in accordance with APPIC policy. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. Applicants should complete the AAPI Online application process and designate FMC Lexington, KY as a recipient. Online applications will be reviewed and suitable candidates invited for an interview. Required on-site interviews will be held during January. Details regarding APPIC match procedures may be accessed at: <http://www.appic.org>.

**All Bureau of Prisons positions are designated as "sensitive." Consequently, applicants must successfully complete a security clearance procedure before the offer of an internship position can be made. This procedure includes an interview with the Personnel Department, as well as a background investigation and drug screen. The personnel interviews will generally take place on the same date as the interview with the Psychology Services. If you are applying to more than one Bureau of Prisons internship site, results of the personnel interview may be transferred to other sites. As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law. Once selected and enrolled, Interns must adhere to the requirements of the Program Statement (3420.09) titled "Standards for Employee Conduct and Responsibility."**

Psychology Services at FMC Lexington is very proud of our internship program. I look forward to the opportunity to talk with you about it. If you have questions you'd like answered before beginning the application procedure, please contact:

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